

## City Manager's Diversity Advisory Council

**300 W. Cotton St.** | [Click here for map](#) [1]

[City Manager's Office \(Administration/Budget/Boards & Commissions\)](#) [2]



**City Manager's Diversity Advisory Council (Left to Right):**

*Amy Dodgen, Kimber Lewinski, Ronnie Hubbard, Angela Choy, Justin Cure, Sondra Crawford, Dietrich Johnson, David Willard, Carlos Samples, Erasmo Lopez.*

The City Manager's Diversity Advisory Council seeks to help accomplish the goals of the City's Workforce Diversity Plan. The Council consists of employees from throughout the organization.

As a leading public service organization in this community, the City of Longview recognizes the importance of developing a diverse workforce that reflects the community's demographics as much as possible. This allows the City to better understand and respond to citizens' requests and concerns. The City of Longview is committed to establishing a workplace where each employee is valued and encouraged to maximize their potential. To help achieve that goal, the City of Longview developed a Workforce Diversity Plan as a guiding document that is intended to: facilitate the hiring, development and promotion of qualified employees, including underrepresented minorities; and promote and develop an inclusive, respectful work environment.

One key element was the creation of the City Manager's Diversity Advisory Council. Consisting of a diverse mix of employees from all levels of the organization, the council works with the city manager on diversity-related concerns and monitors progress. The team has focused on learning each city

department. Team members have examined the Fire Department, Human Resources, and Community Services and plan to study others as well.

As the team explores each department, the members learn more about the City of Longview's needs, and they are able to make suggestions for continually improving as an organization. During a meeting with Human Resources, the team identified a potential barrier and offered a possible solution. Members advised that low-income employees wanting to improve their education may find it difficult to use the City's tuition reimbursement program. In response, the City has implemented a trial change to the program that reduces the up-front cost for low-income employees.

For more information, please also see the [City of Longview Workforce Diversity Plan](#) [3].

**For more information call: 903-237-1021 | [Contact Us](#)** [4]

**Source URL:** <http://administration.longviewtexas.gov/city-managers-diversity-advisory-council>

### Links:

[1] [http://maps.google.com/maps?f=q&source=s\\_q&hl=en&geocode=&q=300+W+cotton+st.+75601&sl=37.0625,-95.677068&ssp=30.185946,59.501953&ie=UTF8&hq=&hnear=300+W+Cotton+St,+Longview,+Gregg,+Texas+75601&ll=32.495447,-94.746373&spn=0.007836,0.022702&z=16](http://maps.google.com/maps?f=q&source=s_q&hl=en&geocode=&q=300+W+cotton+st.+75601&sl=37.0625,-95.677068&ssp=30.185946,59.501953&ie=UTF8&hq=&hnear=300+W+Cotton+St,+Longview,+Gregg,+Texas+75601&ll=32.495447,-94.746373&spn=0.007836,0.022702&z=16)

[2] <http://administration.longviewtexas.gov/service/city-manager%E2%80%99s-office-administrationbudgetboards-commissions>

[3] <http://hr.longviewtexas.gov/workforce-diversity-plan>

[4] <http://administration.longviewtexas.gov/services-contact#CityManager@LongviewTexas.gov>